

You have a limited time to make a claim after an incident occurs.

Where to get help:

Louisville Metro Human
Relations Commission
Legal Arts Building
410 W. Chestnut Street, Ste. 300A
Louisville, KY 40202
(502) 574-3631, Fax: (502) 574-3190
Email: hrc@louisvilleky.gov

Kentucky Commission on
Human Rights
Heyburn building
332 W. Broadway, 7th Floor
(502) 595-4024 or 1-800-292-5566

Equal Employment Opportunity
Commission (EEOC)
Federal Building
600 Martin Luther King, Jr. Place, Room 268
Louisville, KY 40202
(502) 582-6082 or 1-800-669-4000

It is against the law to retaliate against someone who files a sexual harassment complaint.

Revised: April 2006

LMHS does not discriminate in employment or in the provision of services on the basis of disability, sex, race, color, religion, age, national origin, sexual orientation or gender identity.



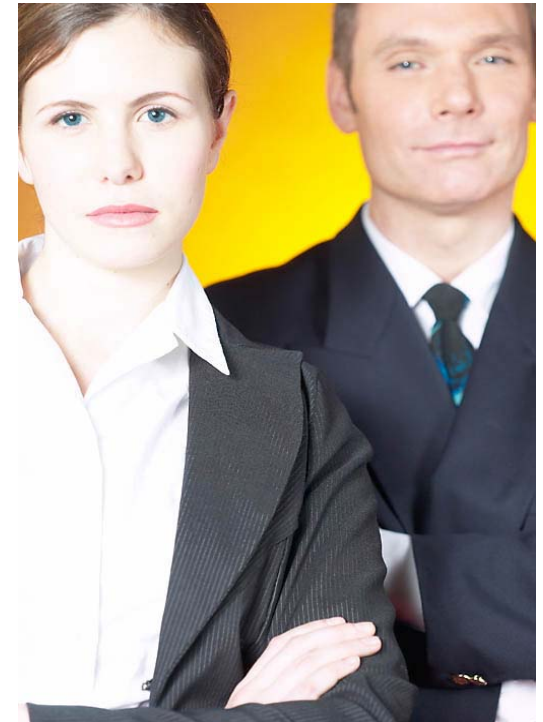
**Jerry E. Abramson
Mayor**

**26 Member
Metro Council**

**OFFICE FOR WOMEN
Urban Government Center
810 Barret Avenue, 2nd Floor
Louisville, KY 40204**

**Phone: 574-5360
Fax: 574-6888
Email: ofw@louisvilleky.gov
Website: louisvilleky.gov/OFW**

Sexual Harassment:



***Illegal activity
on the job***

What is Sexual Harassment?

- Sexual harassment is unwanted conduct of a sexual nature in the workplace.
- Sexual harassment is a violation of federal law.
- It is prohibited under Title VII of the Civil Rights Act.

There are two types of sexual harassment:

1. “Quid pro quo”

(favor for a favor)

Exacting sexual favors in exchange for a job benefit such as a raise or promotion.

2. Hostile work environment

Unreasonably interfering with work performance; creating an intimidating, hostile or offensive environment.

Perception Is Everything!

Behaviors are judged by their *impact* on *anyone* in the workplace. The intentions of the behaviors do not have to be considered under the law. Avoid conduct that could be considered sexual harassment:

- Act professionally at all times.
- Avoid behaviors that do not contribute to job output. They have no place in the work environment.
- Ask, “Would I want my spouse, child or parent to have to see or listen to something like this?”

General rule: When in doubt, don’t!

Sexual harassment comes in many forms:

- verbal abuse
- physical contact
- indecent actions or gestures
- pin-ups or calendars

Sexual harassment affects *all* workers at *all* levels in *all* types of jobs.

Everyone loses when there is sexual harassment in the workplace:

- loss of productivity
- decline in morale
- lawsuits
- resignations of quality employees

What can be done to stop sexual harassment?

1. Let it be known that the behavior is unacceptable.
2. Document incident by date, time, place, any witnesses.
3. Report through channels.
4. Seek help.